

EMU's Changes to Part-Time Lecturer Pay Schedules

EMU has moved from paying Part-Time Lecturers every two weeks to delaying the first paycheck of the semester until the end of the first month. EMU's change in pay schedules for approximately 600 Part-Time Lecturers means that in the first month of every semester Part-Time Lecturers now receive 1/7 (14%) of their total pay, rather than 1/4 (25%) of their total pay as they did under the previous pay schedule.

Because the missed pay from the first two weeks of the semester is spread out across the remaining pay periods, it takes about three months for these employees to make up the pay they used to get in the first two weeks of a semester.

These changes in pay schedule place unreasonable burdens on many of EMU's lowest-paid employees, who teach about 40% of the credit hours at EMU. The resulting harm is inflicted upon **every** Part-Time Lecturer, **every** semester.

Examples: How the changes affect Part-time Lecturers' pay in the first month of the semester

In the first month of every semester, Part-Time Lecturers now receive far less of their pay than under the prior pay schedule.

# of Credits Taught	Base Pay Rate (\$1,180/Credit)	First Month's Pay: Prior Pay Schedule (25% of total pay)	First Month's Pay: Current Pay Schedule (14% of total pay)	Difference in First Month's Pay EVERY SEMESTER
6 Credits	\$7,080	\$1,770	\$991.20	- \$778.80
12 Credits	\$14,160	\$3,540	\$1,982.40	-\$1,557.60

Some financial consequences of the change in pay schedules

- Missed car payments
- Difficulty making mortgage or rent payments
- Problems paying back student loans
- Having to borrow money for basic necessities
- Inability to buy back-to-school supplies for children
- Difficulty paying for child care
- Reliance on community social services such as food pantries
- Late fees from overdue bills
- Problems on credit history and denial of lines of credit